

MILPERSMAN 1301-207

OFFICER SPECIAL ASSIGNMENTS - DEFENSE ATTACHÉ SYSTEM (DAS): ATTACHÉ ASSIGNMENTS

Responsible Office	NAVPERSCOM (PERS-473D)	Phone:	DSN	882-3993
			COM	(901) 874-3993
			FAX	882-2744

References	(a) DIAR 100-5, Defense Attaché System, 28 Aug 2001 (NOTAL) (b) DIAM 100-1, Volume II, Defense Attaché System Administration (C//NF), 15 May 2004 (c) DIAM 100-1, Volume III, Defense Attaché Manual for Administration (U) (d) DIAD 1350.100, Duration of Tours at Attaché Stations, 2 Feb 2005 (e) DoD Directive 1315.07 of 12 Jan 05 (Military Personnel Assignments) (f) OPNAVINST 7220.7F (Foreign Language Proficiency Pay Program)
------------	--

Exhibits	1. Definition of Terms and Acronyms 2. Defense Attaché System Billets for Active Duty Navy Personnel 3. Prerequisites for Assignment within the Defense Attaché System
----------	--

1. **Purpose**. To **publish** policies, information, and guidance pertaining to United States (U.S.) Navy participation in the Defense Attaché System (DAS); and **establish prerequisites and nomination selection protocol** of U.S. naval officers to the DAS. References (a) through (f) are provided as general guidance and education. Exhibits 1 through 3 are germane.

2. **Background**

a. The DAS is a part of the Defense Intelligence Agency (DIA) in the U.S. that provides military and civilian attachés to foreign governments.

(1) In 1949 the Department of Defense (DoD) established the need for each branch of the military to establish its own attaché system in coordination with the State Department. From July 1951 to March 1952 the Secretary of Defense (SECDEF), at the urging of Joint Chiefs of Staff (JCS), established a limited Executive Agent System in support of attaché operations. The DoD's Office of Special Operations (OSO) negotiated with the Department of State for opening the attaché systems. Upon the activation of the DIA, and the subsequent disestablishment of OSO, DIA assumed responsibility.

(2) On 1 July 1965, the DAS officially came under the Director of DIA. As the executive agent and manager of the attaché system, the services now manage, operate, and support their individual attaché program under the auspices of the DIA.

(3) The objectives of the DAS under DIA are twofold:

- to provide a more efficient system for the collection of intelligence information for DoD components, and to
- preserve a channel for service-to-service and DoD representational matters of common interest.

b. Reference (a) contains policy and guidance for the **operation and management** of the system, and includes definitions of the status, functions, relationships, selection, and training of attaché personnel.

c. The U.S. Navy participates in the DAS by providing qualified personnel to serve in the following positions:

(1) **Defense Attaché (DATT)**. The senior military officer assigned to a **Defense Attaché Office (DAO)**, and so designated by **Director (DIR)**, **Defense Intelligence Agency (DIA)**. Under special circumstances, DIR DIA may recommend that an officer other than the most senior officer assigned to a DAO be designated as the **DATT**.

(2) **American Legation, U.S. Naval Attaché (ALUSNA)**. The ALUSNA is an officer assigned to the DAO and so designated by the DIR DIA. When designated in writing by the DIR DIA, the ALUSNA may serve as **acting DATT**, as required.

(3) **Assistant ALUSNA (A/ALUSNA)**. An assistant ALUSNA is a naval officer assigned to the DAO who performs attaché duties in support of the DATT and ALUSNA.

(4) **Operations Coordinators (OPSCO)**. An officer, warrant officer, senior petty officer (E-8/E-9), or Department of Defense (DoD) civilian assigned as a member of the diplomatic staff of the Chief of Mission to a foreign country, as **office manager** of **U.S. Defense Attaché Office (USDAO)/U.S. Defense Liaison Office (USDLO)**.

(5) The DATT, ALUSNA, and OPSCO represent the **Secretary of the Navy (SECNAV)**, **Chief of Naval Operations (CNO)**, and **DIA**.

3. **Policy**

a. **Hardships**. No officer will be ordered to an attaché post unless they have been briefed on all expected hardships of the particular post (financial, cultural, health, schooling, etc.) and express a willingness to accept the assignment with full knowledge of these hardships.

b. **Requisite Information**. Navy Personnel Command (NAVPERSCOM), Intelligence Officers Branch (PERS-473D) will provide requisite information from the ONI-33 (Office of Naval Intelligence, Attaché Affairs) to assignment officers when posting for attaché billets.

c. **Language**

(1) Language fluency is normally a requirement, and instruction to obtain it will be programmed for all prospective attachés. Though not required by the DAS, language training is recommended for spouses accompanying the service member to station, when practicable.

(2) For all prospective attaché nominees, language aptitude and/or proficiency must be listed and proven prior to assignment to such training.

d. **Assignment Criteria**. In addition to language proficiency and Exhibit (3) requirements, criteria for assignment include the following. NAVPERSCOM (PERS-473D) must authorize exceptions.

(1) **Performance.** Outstanding performance in a variety of sea and shore assignments. Due course promotion record is preferred.

(2) **Obligation.** No officer within 5 years of statutory retirement will normally be considered. Exceptions can be made by NAVPERSCOM (PERS-473D) and the assignment officer under special circumstances.

(3) **Experience.** Previous assistant attaché assignment or intelligence subspecialty is desirable, but not mandatory.

(4) **Education.** Baccalaureate degree minimum education is normally required. Service college graduate degree highly desirable.

4. **Nomination Process and Procedures**

a. **Assessment and Selection.** Naval officers interested in the attaché program must first contact **NAVPERSCOM (PERS-473D), Attaché Placement Officer**, to assess their qualifications and eligibility for an attaché post.

(1) If approved by NAVPERSCOM (PERS-473D), and with the concurrence of the cognizant assignments officer (no exceptions), a nomination kit is provided to **ONI-33** for interview scheduling and service-level selection.

(2) If selected at the service-level, the nomination kit is then provided to **CNO (N2) (Chief of Naval Operations - Intelligence)**, and then **DIR DIA** for final selection approval.

b. **NAVPERSCOM Protocol for Attaché Assignment.** To maintain the high quality of officers nominated for attaché duty, the following nomination procedures will be followed:

(1) **Billet Identification.** The Attaché Placement Officer will identify all attaché billets for which nominations are required at least 18 months in advance of commencement of attaché training.

(2) **Provide/Update Billet List.** A list of attaché billets will be provided to each of the warfare community assignment officers and will be updated as required (see Exhibit 2).

(3) **Nominate.** When requirements for specific warfare expertise/designator have been attached to an attaché billet, the community with primary fill responsibility will nominate at least **two** qualified officers.

(4) **Unrestricted Line (URL) Nomination.** Each URL community will nominate **one** officer for 1000-designated billets.

(5) **Multiple Nominees.** NAVPERSCOM (PERS-473D) will make a determination on which of the multiple nominees submitted by the respective warfare communities will be forwarded to ONI-33 for the Navy selection interview series. **At least two candidates, but no more than four, will be nominated for each billet by NAVPERSCOM (PERS-473D).**

(6) **Time Frame.** Once a service member is identified as a viable attaché nominee by NAVPERSCOM (PERS-473D), the member is considered under verbal orders to the country he/she is applying to. All attaché nominees will be required to submit a nomination application to NAVPERSCOM (PERS-473D) and adhere to the application deadline date provided by NAVPERSCOM (PERS-473D). Late submission of the attaché application are grounds for removal as a nominee. The timely submission is absolutely essential to allow for the interview process and formal nomination to occur.

(7) **Seniority.** Seniority is another consideration for all O-6 candidates. Time-in-grade becomes an issue when nominating candidates for **DATT** versus **Naval Attaché (NATT)** posts. Officers screened for DATT billets should have more than 3 years in grade upon arrival on station and be able to complete the prescribed tour length.

5. **Training.** Attaché training consists of the 12 weeks of Joint Military Attaché School (JMAS) at DIA, Washington, DC. Officers who successfully complete this course are then available for assignment to their assigned country. Country-specific language training is required for most billets and can range from 2-8 weeks (refresher training), to the full language training complement of up to 63 weeks.

EXHIBIT 1
(Page 1 of 2)

DEFINITION OF TERMS AND ACRONYMS

1. **Defense Attaché System (DAS)**. A centralized system established as an organizational function of the **Defense Intelligence Agency (DIA)**. It is directed, operated, and maintained by

- Director (DIR), DIA;
- military departments; and
- other DoD components as directed by SECDEF.

The DAS consists of all

- **military** personnel assigned as members of diplomatic staff of a mission for the performance of Armed Forces Attaché duties, and
- **civilian** personnel assigned to **DATT Offices (DAO)** and **Defense Liaison Offices (DLO)**.

2. **Defense Attaché (DATT)**. The senior military officer assigned to a DAO and so designated by the DIR DIA. In special circumstances, the DIR DIA may recommend that an officer other than the most senior officer assigned to a DAO be designated as the DATT.

3. **Defense Attaché Office (DAO)**. The Office of the DATT consisting of personnel, materiel, activities, and facilities for which the DATT has operating responsibilities. The DAO is a component element of a U.S. diplomatic mission.

4. **Defense Liaison Officer (DLO)**. The Office of the DLO consisting of personnel, materiel, activities, and facilities for which the DLO has operating responsibilities. Usually established in newly opened U.S. diplomatic missions that have not yet been elevated to full U.S. Embassy status.

5. **Service Attaché**. An officer of a military service, assigned to a DAO, designated by the DIR DIA as an Army, Naval, Marine, or Air Attaché; **or** Assistant Army, Naval or Air Attaché.

EXHIBIT 1
(Page 2 of 2)

DEFINITION OF TERMS AND ACRONYMS

6. **Foreign Area Officer (FAO)**. Officers designated through the FAO program upon completion of redesignation to 17xx.

7. **Acronyms Used**

ALUSNA	American Legation, U.S. Naval Attaché
A/ALUSNA	Assistant ALUSNA
DAO	Defense Attaché Office
DAS	Defense Attaché System
DATT	Defense Attaché
DIA	Defense Intelligence Agency
DIR	Director
DLAB	Defense Language Aptitude Battery
DLO	Defense Liaison Office/Defense Liaison Officer
DoD	Department of Defense
FAO	Foreign Area Officer
JMAS	Joint Military Attaché School
JSO	Joint Service Officer
NATT	Naval Attaché
NAVLO	Navy Liaison Officer
ONI	Office of Naval Intelligence
OPSCO	Operations Coordinator
OSO	Office of Special Operations
RAO	Regional Area Officer
SECDEF	Secretary of Defense
USDAO	United States Defense Attaché Office
USDLO	United States Defense Liaison Office

EXHIBIT 2
(Page 1 of 5)

NAVY ATTACHÉ BILLET REGISTRY
June 2007

Legend:

USDAO ---- Unites States Defense Attaché Office
DATT ----- Defense Attaché
ALUSNA --- American Legation United States Naval Attaché (NATT)
OPSCO ---- Operations Coordinator
JSO ----- Joint Service Officer
NAVLO ---- Navy Liaison Officer
A/ALUSNA - Assistant ALUSNA

Designator:

1000 - Any Designator
1050 - Any Unrestricted Line
1110 - Surface
1120 - Submarine
1310 - Aviation
1630 - Intelligence
7450 - Intelligence Chief Warrant Officer
17xx - Foreign Area Officer
1712 - Foreign Area Officer, Pilot

LOCATION	BILLET TITLE	DESIGNATOR REQ	RANK REQ	Additional Qualifiers
USDAO MOROCCO	ALUSNA	1000	CDR	X
USDAO VENEZUELA	ALUSNA	1000	CAPT	X
USDAO MEXICO	ALUSNA	1000	CAPT	X
USDAO PERU	DATT/ALUSNA	1000	CAPT	X
USDAO JAMAICA	DATT/ALUSNA	1000	CDR	X
USDAO BERLIN	ALUSNA	1000	CAPT	X
USDAO TUNISIA	ALUSNA	1000	CDR	X
USDAO MADAGASCAR	DATT/ALUSNA	1000	CDR	X
USDAO MALAYSIA	ALUSNA	1000	CAPT	X
USDAO ESTONIA	DATT/ALUSNA	1000	CDR	X
USDAO BULGARIA	ALUSNA	1000	CDR	X
USDAO UN ARAB EMIRATE	ALUSNA	1000	LCDR	X

EXHIBIT 2
(Page 2 of 5)

LOCATION	BILLET TITLE	DESIGNATOR REQ	RANK REQ	Additional Qualifiers
USDAO ROMANIA	ALUSNA	1000	CDR	X
USDAO GREECE	DATT/ALUSNA	1000	CAPT	JSO Required
USDAO ALBANIA	DATT/ALUSNA	1000	CDR	X
USDAO JAPAN	DATT/ALUSNA	1050	CAPT	Major Cmd Placement/ /JSO req./fill rotates btwn URL Communities
USDAO FRANCE	ALUSNA	1050	CAPT	X
USDAO INDIA	ALUSNA	1050	CAPT	X
USDAO KOREA	ALUSNA	1050	CAPT	X
USDAO INDIA	A/ALUSNA	1050	LCDR	X
USDAO UNITED KINGDOM	ALUSNA	1050	CAPT	JSO Required
USDAO PORTUGAL	ALUSNA	1050	CAPT	X
USDAO AUSTRALIA	ALUSNA	1050	CAPT	X
USDAO SWEDEN	ALUSNA	1050	CAPT	X
USDAO SPAIN	ALUSNA	1050	CAPT	X
USDAO BRAZIL	A/ALUSNA	1050	CDR	X
USDAO ITALY	DATT/ALUSNA	1050	CAPT	Major Cmd/JSO
USDAO CHILE	DATT/ALUSNA	1050	CAPT	X
USDAO CHILE	A/ALUSNA	1050	LCDR	X
USDAO RUSSIA	A/ALUSNA	1050	CDR	X
USDAO RUSSIA	ALUSNA	1050	CAPT	X
USDAO CANADA	ALUSNA	1050	CAPT	X
USDAO QATAR	DATT/ALUSNA	1050	CDR	X

EXHIBIT 2
(Page 3 of 5)

LOCATION	BILLET TITLE	DESIGNATOR REQ	RANK REQ	Additional Qualifiers
USDAO ECUADOR	ALUSNA	1050	CAPT	X
USDAO POLAND	ALUSNA	1050	CDR	X
USDAO CHINA	ALUSNA	1050	CAPT	X
USDAO MALTA	A/ALUSNA	1050	LCDR	X
USDAO S AFRICA	ALUSNA	1050	CAPT	X
ATT LITHUANIA	SAO LITHUANIA	1050	LCDR	1x Fill
USDAO NETHERLANDS	DATT/ALUSNA	1050	CAPT	X
USDAO SINGAPORE	DATT/ALUSNA	1050	CAPT	X
USDAO INDONESIA	ALUSNA	1050	CAPT	X
USDAO ISRAEL	ALUSNA	1050	CDR	X
USDLO HONG KONG	DATT/NAVLO	1050	CAPT	X
USDAO NEW ZEALAND	ALUSNA	1050	CAPT	X
USDAO DENMARK	DATT/NAV ATT	1110	CAPT	JSO Required
USDAO NORWAY	DATT/NAV ATT	1120	CAPT	Major Cmd
USDAO EGYPT	ALUSNA	1310	CAPT	C-12 Required
USDAO ARGENTINA	ALUSNA	1310	CAPT	C-12 Required
USDAO TURKEY	ALUSNA	1310	CAPT	C-12 Required
USDAO BRAZIL	ALUSNA	1310	CAPT	C-12 Required
USDAO KENYA	ALUSNA	1310	CDR	C-12 Required
USDAO THAILAND	ALUSNA	1310	CAPT	C-12 Required
USDAO PHILIPPINES	A/ALUSNA	1310	CAPT	C-12 Required
USDAO UKRAINE	ALUSNA	1050	CDR	X
USDAO THAILAND	A/ALUSNA	1310	CDR	C-12 Required

EXHIBIT 2
(Page 4 of 5)

LOCATION	BILLET TITLE	DESIGNATOR REQ	RANK REQ	Additional Qualifiers
USDAO PAKISTAN	ALUSNA	1310	CAPT	C-12 Required
USDAO GHANA	ALUSNA	1310	CDR	C-12 Required
USDAO SAUDI ARABIA	ALUSNA	1050	CDR	X
USDAO HONDURAS	ALUSNA	1310	LCDR	C-12 Required
USDAO COLOMBIA	ALUSNA	1310	CDR	C-12 Required
USDAO JAPAN	A/ALUSNA	1630	CDR	X
USDAO FRANCE	A/ALUSNA	1630	LCDR	X
USDAO SPAIN	A/ALUSNA	1630	CDR	X
USDAO ITALY	A/ALUSNA	1630	LCDR	X
USDAO TAIWAN	NAVLO	1630	CDR	X
USDAO RUSSIA	A/ALUSNA	1630	LCDR	X
USDAO GERMANY	A/ALUSNA	1630	LCDR	X
USDAO PHILLIPPINES	A/ALUSNA	1630	LCDR	X
USDAO TAIWAN	A/ALUSNA	1630	LCDR	X
USDAO AZERBAIJAN	ALUSNA	1630	CDR	X
USDAO CHINA	A/ALUSNA	1630	CDR	X
USDAO MALTA	DATT/ALUSNA	1630	CDR	X
USDAO PANAMA	A/ALUSNA	1630	LT	X
USDAO PANAMA	ALUSNA	1630	CDR	X
USDAO CROATIA	ALUSNA	1630	LCDR	X
USDAO NORWAY	A/ALUSNA	1630	LCDR	X
USDAO SINGAPORE	A/ALUSNA	1630	LCDR	X
USDAO ISRAEL	A/ALUSNA	1630	LCDR	X
USDAO FINLAND	ALUSNA	1630	CDR	X

EXHIBIT 2
(Page 5 of 5)

LOCATION	BILLET TITLE	DESIGNATOR REQ	RANK REQ	Additional Qualifiers
USDAO NETHERLANDS (CURACAO)	A/ALUSNA	1630	CDR	X
USDLO HONG KONG	A/NAVLO	1630	CDR	X
USDAO JAPAN	OPSCO	7450	CWO4	X
USDAO UNITED KINGDOM	OPSCO	7450	CWO4	X
USDAO MADAGASCAR	OPSCO	7450	CWO4	X
USDAO AUSTRALIA	OPSCO	7450	CWO4	X
USDAO DENMARK	OPSCO	7450	CWO4	X
USDAO NORWAY	OPSCO	7450	CWO4	X
USDAO NETHERLANDS	OPSCO	7450	CWO4	X
USDAO SINGAPORE	OPSCO	7450	CWO4	X
USDAO INDONESIA	OPSCO	7450	CWO4	X
USDAO NEW ZEALAND	OPSCO	7450	CWO4	X

Notes:

1. Up one, down one in rank requirement **is the exception.**
2. On a case-by-case basis, any designator, 0-1 through 0-3, will be considered for OPSCO jobs.
3. Due to the complexity of trying to get non-U.S. spouses their citizenship prior to the service member reporting to their ultimate duty station, DIA will no longer entertain any nomination kit with a spouse who is not already a U.S. citizen.
4. The FAO Community is in the process of re-coding certain attaché billets to 17XX and 1712. This will be phased in over the next 10 years.

EXHIBIT 3
(Page 1 of 3)

PREREQUISITES FOR ASSIGNMENT WITHIN THE
DEFENSE ATTACHÉ SYSTEM

1. Selection and Nomination Procedures

a. **General.** Assignment of the highest qualified personnel ensures success in accomplishing the mission within the DAS. This exhibit provides the prerequisites for assignments to the DAS. In addition to the prerequisites, a Foreign Area Officer (FAO) background is highly desirable; although other qualities such as command, operational, intelligence, staff experience, and language ability or area background are also important selection criteria.

b. **Responsibility.** ONI-33 is responsible for the service-level nomination of Navy officers for assignment within the DAS. Initial recruiting, coordination and Bureau-level nomination responsibilities have been discharged to NAVPERSCOM (PERS-473D).

2. Mandatory Qualifications for Prospective Attachés

a. Demonstrate outstanding reliability, initiative, military performance, and ability to adapt to unfamiliar situations.

b. Ability to express oneself well, both orally and in writing.

c. Attaché and family must possess the ability to adapt to foreign cultures and societies. Must be prepared to tolerate differences and hardships associated with living and working overseas.

d. Possess a Top Secret DoD security clearance or have a special background investigation current within the last 4 ½ years, and be eligible for access to Sensitive Compartmented Information (SCI). All attaché nominees must also pass a counter-intelligence polygraph before reporting to their ultimate duty station.

e. **Physical.** Be physically qualified to perform all duties and present a proper appearance in military and civilian dress.

EXHIBIT 3
(Page 2 of 3)

f. Possess social and moral qualities reflecting credit upon the U.S. Navy.

g. Be a U.S. citizen and be free of any family, commercial, or other influences from within any foreign country.

h. If foreign language ability is required, attain a minimum score of 100 on the Defense Language Aptitude Battery (DLAB) exam.

i. Be free from recurrent or chronic diseases which would require specialized medical care or extended routine medical treatment.

j. Be free from any behavioral or medical problems which would preclude performance of official and social duties while representing the U.S. publicly and privately in a foreign capital.

k. Family members must present a good appearance and be free of physical handicaps, which would require medical treatment outside that country.

l. If a spouse is accompanying the servicemember to station, he/she must be a U.S. citizen and/or naturalized. Spouse must be able to garner a Secret-level security clearance even if he/she is not accompanying the service member to their ultimate duty station.

3. Desired Qualifications

a. Background as a FAO or an Olmsted scholar (or an exchange officer) or similar.

b. Country and regional area experience.

c. Intelligence related work experience.

d. Master's degree and/or Professional Military Education.

e. Able to speak intelligently about the U.S. Navy as the senior representative in their country of assignment.

EXHIBIT 3
(Page 3 of 3)

f. Language ability and cultural knowledge in the designated region/country of assignment.